

Annual EEO Public File Report

The purpose of this EEO Public File Report ("Report") is to comply with Section 73.208(c)(6) of the FCC's 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following stations: KPAX Communications, Inc., Missoula (KPAX) and Kalispell (K18AJ), Montana and is required to be placed in the public inspection files of these stations, and posted on their websites, if they have websites.

The information contained in the Report covers the period beginning 3/10/03 to and including 11/30/03 (the "Applicable Period").

The FCC's 2002 EEO Rule requires that this Report contain the following information:

1. A List of all full-time vacancies filled by the Stations comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment sources(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the new EEO Rule, which should be separately identified, identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection With such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC rules.

Appendices 1, 2, and 3 which follow have been designed, in the aggregate, to provide the required information. Please note that the numbers listed on Appendix 2 under the column entitled "Full-time Positions for Which This Source Was Utilized" refer to the number of the full-time job positions listed on Appendix 1.

For purposes of this Report, a vacancy was deemed "filled" not when the offer was extended buy when the hiree accepted the job offer. A person was deemed "interviewed" whether he or she was interviewed in person, over the telephone or by e-mail.

Annual EEO Public File Report Form

Covering the Period from 3/10/03 to 11/30/03

For KPAX Communications, Inc., Missoula/Kalispell, Montana

Section 1: Vacancy Information/Full-time positions

Full-time Positions Filled by Job Title	Recruitment Source of Hiree	Total Number of Interviewees from All Sources for This Position
1 News Director	Word of Mouth	3
2 Reporter	Word of Mouth	8
3 Morning Anchor	TVJobs.com	1
4 Chief Meteorologist	TVJobs.com	4
5 Statewide Promotions	Word of Mouth	3
6 Kalispell Salesperson	Daily Interlake	5

Total Number of Persons Interviewed During Applicable Period: 24

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Section 2: Recruitment Source Information

Recruitment Source (See attached list for address)	Total Number of Interviewees This Source Has Provided During This Period (if any)	Full-time Positions for Which This Source Was Utilized
A. Medialine.com	2	
B. TVJobs.com	9	2
C. In House Posting	1	
D. Word of Mouth	7	2
E. Cordillera Job Site	1	
F. Daily Interlake	3	1
G. Mississippi State Meteorology Program	1	
H. The Missoulian	0	
I. Char Koosta News	0	
J. Lake County Leader	0	
K. University of Montana	0	
L. Montana State University	0	
M. Confederated Salish Kootenai College	0	
N. Confederated Salish Kootenai Tribes	0	
O. Flathead Valley Community College	0	
P. Montana Broadcasters Assoc	0	
Q. A R & D	0	

*Indicates sources that have requested notification of job openings.

General Openings

Dept of Journalism/Radio TV
University of Montana
Missoula, MT 59812

Radio-TV Department
Montana State University
Bozeman, MT 59717

Confederated Salish Kootenai College
Radio-TV Dept
P.O. Box 278
Pablo, MT 59855

Confederated Salish Kootenai Tribes
Personnel Office
Pablo, MT 59855

Flathead Valley Community College
1 1st Street E
Kalispell, MT 59901

The Missoulain
500 S Higgins Avenue
Missoula, MT 59801

Daily Interlake
727 E Idaho
P.O. Box 7610
Kalispell, MT 59901

Lake County Leader
P.O. Box 1090
Polson, MT 59860

Char Koosta News
P.O. Box 278
Pablo, MT 49855

Montana Broadcasters Assoc.
<http://www.mtbroadcasters.org>

TV Jobs Employment Bulletin Board
<http://www.jobs@tvjobs.com>

Medialine
<http://www.employmentguide.com>

Cordillera Communications Job Site
<http://www.cordillera.tv>
600 East Superior Street
Suite 203
Duluth, MN 55802
Terri Nielsen
218-25-3045

Mississippi State Meteorology Program
Mississippi State University
109 Hilbun Hall
East Lee Blvd
Mississippi State, MS 39762
Weather positions only

KPAX/K18AJ Outreach Activities

3/10/03 – 11/30/03

KPAX-Missoula/K18AJ-Kalispell, Montana supplemental (non-vacancy specific) recruitment activities undertaken.

Career Fairs

On April 23, KPAX-Missoula participated in the 13th Annual Student Career Fair at Sentinel High School. Participating employees were General Manager Bob Hermes, Weekend Sports Anchor Bryan Salmond, Weekend News Anchor Christine Schuldheisz, Production Manager Dave McLean, Sales Persons Matt Hermes and Jeri Delys, Special Projects Coordinator Ian Marquand, and Weekend Weather Anchor Jon Aaron. Over 100 employers, recruiters and career counselors met with a total of 707 students from area high schools and the University of Montana. Students came from as far as Darby to the South and Plains to the North. KPAX employees handed out information on the types of careers available at a TV station in addition to counseling the students on the types of educations needed for specific jobs and how to apply for a position.

On April 23 there was also a Career Fair at Flathead Valley Community College in Kalispell in which the following employees from K18AJ participated: Sales Manager Jim McLean, Production Manager Jack Eaton, and Sales Persons Tim Bradley, Robert Vaughn and Penny Thompson. Employees met with college students about career opportunities in broadcasting.

Internships

KPAX has developed an internship program aimed at providing on-the-job training for students pursuing a career in broadcasting. During the summer of 2003, Jordan Caskey, a student from the University of Montana, interned with KPAX's news department.

KPAX also has an agreement with the University of Montana to hire part-time students for positions within our news department. Students acquire knowledge about all phases of news gathering, reporting and production. On the average KPAX employs at least 10 part-time employees.

Scholarship Program Participation

The Montana Broadcaster's Association provides funds each year to match the scholarships of local broadcaster's associations. KPAX/K18AJ participates in this matching scholarship fund.